

WHAT IS CLAIMED IS:

- 1 1. A method of analyzing resources for a reduction action, the
2 method comprising:
3 identifying a skill group that includes surplus human
4 resources;
5 selecting one or more employees data records corresponding
6 to the identified skill group;
7 analyzing evaluations corresponding to the selected
8 employee data records; and
9 choosing a surplus group of employee data records from the
10 selected employee data records based on the analysis.
- 11 2. The method as described in claim 1 further comprising:
12 sorting the selected employee data records by the
13 evaluations;
14 receiving a surplus percentage corresponding to the skill
15 group; and
16 selecting the surplus percentage from the low end of the
17 sorted employee data records.
- 1 3. The method as described in claim 1 wherein the skill group
2 includes a skill level.
- 1 4. The method as described in claim 1 further comprising:
2 identifying an employee corresponding to one of the
3 employee data records to evaluate;
4 retrieving an evaluation template from a plurality of
5 evaluation templates corresponding to the identified
6 employee's skill group;

7 evaluating the identified employee using the retrieved
8 evaluation template; and
9 storing the identified employee's evaluation in a data
10 store stored on a nonvolatile storage area.

1 5. The method as described in claim 1 further comprising:
2 comparing the chosen surplus employee data records with
3 non-surplus employee data records, wherein both the
4 chosen surplus employees and non-surplus employees
5 have a common skill group;
6 identifying one or more of the surplus employee data
7 records as non-surplus employee data records based on
8 the comparison; and
9 changing the identified surplus employee data records to
10 non-surplus employee data records based on the
11 identification.

1 6. The method as described in claim 1 further comprising:
2 reviewing the chosen surplus group of employees based on
3 one or more surplus criteria; and
4 rejecting one or more of the chosen surplus data records
5 based on the reviews.

1 7. The method as described in claim 6 wherein at least one of
2 the surplus criteria is selected from the group consisting
3 of organizational surplus guidelines, local laws, state
4 laws, and national laws.

5 8. An information handling system comprising:
6 one or more processors;
7 a memory accessible by the processors;

8 one or more nonvolatile storage devices accessible by the
9 processors;
10 an resource analysis tool to analyze surplus resources in a
11 resource reduction action, the resource analysis tool
12 including:
13 means for identifying a skill group that includes
14 surplus human resources;
15 means for selecting one or more employees data records
16 corresponding to the identified skill group;
17 means for analyzing evaluations corresponding to the
18 selected employee data records; and
19 means for choosing a surplus group of employee data
20 records from the selected employee data records
21 based on the analysis.

1 9. The information handling system as described in claim 8
2 further comprising:
3 means for sorting the selected employee data records by the
4 evaluations;
5 means for receiving a surplus percentage corresponding to
6 the skill group; and
7 means for selecting the surplus percentage from the low end
8 of the sorted employee data records.

1 10. The information handling system as described in claim 8
2 further comprising:
3 means for identifying an employee corresponding to one of
4 the employee data records to evaluate;

5 means for retrieving an evaluation template from a
6 plurality of evaluation templates corresponding to the
7 identified employee's skill group;
8 means for evaluating the identified employee using the
9 retrieved evaluation template; and
10 means for storing the identified employee's evaluation in a
11 data store stored on a nonvolatile storage area.

1 11. The information handling system as described in claim 8
2 further comprising:

3 means for comparing the chosen surplus employee data
4 records with non-surplus employee data records,
5 wherein both the chosen surplus employees and non-
6 surplus employees have a common skill group;
7 means for identifying one or more of the surplus employee
8 data records as non-surplus employee data records
9 based on the comparison; and
10 means for changing the identified surplus employee data
11 records to non-surplus employee data records based on
12 the identification.

1 12. The information handling system as described in claim 8
2 further comprising:

3 means for reviewing the chosen surplus group of employees
4 based on one or more surplus criteria; and
5 means for rejecting one or more of the chosen surplus data
6 records based on the reviews.

1 13. The information handling system as described in claim 12
2 wherein at least one of the surplus criteria is selected

3 from the group consisting of organizational surplus
4 guidelines, local laws, state laws, and national laws.

1 14. A computer program product stored in a computer operable
2 media for analyzing resources for a reduction action, said
3 computer program product comprising:
4 means for identifying a skill group that includes surplus
5 human resources;
6 means for selecting one or more employees data records
7 corresponding to the identified skill group;
8 means for analyzing evaluations corresponding to the
9 selected employee data records; and
10 means for choosing a surplus group of employee data records
11 from the selected employee data records based on the
12 analysis.

1 15. The computer program product as described in claim 14
2 further comprising:
3 means for sorting the selected employee data records by the
4 evaluations;
5 means for receiving a surplus percentage corresponding to
6 the skill group; and
7 means for selecting the surplus percentage from the low end
8 of the sorted employee data records.

1 16. The computer program product as described in claim 14
2 wherein the skill group includes a skill level.

1 17. The computer program product as described in claim 14
2 further comprising:

3 means for identifying an employee corresponding to one of
4 the employee data records to evaluate;
5 means for retrieving an evaluation template from a
6 plurality of evaluation templates corresponding to the
7 identified employee's skill group;
8 means for evaluating the identified employee using the
9 retrieved evaluation template; and
10 means for storing the identified employee's evaluation in a
11 data store stored on a nonvolatile storage area.

1 18. The computer program product as described in claim 14
2 further comprising:
3 means for comparing the chosen surplus employee data
4 records with non-surplus employee data records,
5 wherein both the chosen surplus employees and non-
6 surplus employees have a common skill group;
7 means for identifying one or more of the surplus employee
8 data records as non-surplus employee data records
9 based on the comparison; and
10 means for changing the identified surplus employee data
11 records to non-surplus employee data records based on
12 the identification.

1 19. The computer program product as described in claim 14
2 further comprising:
3 means for reviewing the chosen surplus group of employees
4 based on one or more surplus criteria; and
5 means for rejecting one or more of the chosen surplus data
6 records based on the reviews.

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